

Dept of DHS-Independence (409) Facts – FY '08

http://www.dhs.state.ia.us/



General Information

Address: Independence Mental Health Institute
2277 Iowa Avenue
Independence, IA 50644

Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 277	# PT EEs: 3	# Temporary EEs: 23	Average Length of Service: 17.76
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Span of Control: 13.75	% Performance Evaluations Completed: 72%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	4	45-54	120	<25	0	45-54	7	# of Females:	178	# of Males:	99
25-34	21	55-64	71	25-34	0	55-64	10	% of WF:	64.26%	% of WF:	35.74%
35-44	54	65+	7	35-44	1	65+	1	Average Age:	49.43	Average Age:	48.44
Employee Average Age: 49.08				Supervisor Average Age: 55.15				Average Length of Service: 18.08		Average Length of Service: 17.19	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	11	# of African-American:	6	# of Non-minorities:	266
% of Workforce:	3.97%	# of Asian:	5	% of Workforce:	96.03%
Average Age:	54.57	# of American Indian:	0	Average Age:	48.85
Average Length of Service:	19.72	# of Hispanic or Latino:	0	Average Length of Service:	17.68

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	5	# of Persons With Non-Disabilities:	236
% of Workforce:	1.81%	% of Workforce:	85.20%
Average Age:	46.51	Average Age:	49.02
Average Length of Service:	19.11	Average Length of Service:	17.30

Officials/Administrators EEO Category 1: 10	Professionals EEO Category 2: 83	Technicians EEO Category 3: 17	Protective Service: Sworn EEO Category 4: 14
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 21	Skilled Craft EEO Category 7: 17	Service/Maintenance EEO Category 8: 115

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 19	Transfer In: 1
Retirements: 15	All Terminations: 2	Voluntary Quits: 4	Transfer Out: 0

# of Classes Used: 73	Most Populous Classes: Resident Treatment Wrkr (71), Registered Nurse (25), Licensed Practical Nurse (13)		
Separations - By Class:	Custodial Wrkr (4), Resident Treatment Wrkr (3), Registered Nurse (2), Social Wrkr 3 (2)		
# Eligible for Retirement:	86 in next 5 years	% Eligible: 31.05%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$58,010.96	Sick Leave Payouts: \$26,114.18	Annual Payroll: \$13,713,793.83	Avg. Base Salary: \$46,767	Overtime Days Worked: 906.7
Overtime Cost: \$215,725.20	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$46,439.58	Vacation Pay - Earned Value: \$1,127,449.23	Vacation Days Earned: 5,980.1	Vacation Used Expense: \$1,149,537.84	Vacation Days Taken: 6,221.4
Workers' Comp Days Used: 676	Sick Leave Days Earned: 4,386.0 Sick Leave -Earned Value: \$760,808.52	Reg. Sick Leave Used Expense: \$497,822.78	Reg. Sick Leave Days Used: 2,891.6 Avg. Sick Leave Days Per EE: 10.44	Converted Sick Leave To Vacation Days Used: 343.6 Converted Sick Leave To Vacation Used Expense: \$74,730.28
Injury Leave Used Expense: \$5,853.61	Injury Leave Days Used: 41.5	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 4 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$15,714.40	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 10, 2009